



USAG Hessen



**Synchronization Conference - 16 Nov
06**

COL Tracy Williams

USAG Hessen



Footprint





Agenda

- **USAG Hessen Transformation Mission / Overview**
- **Giessen Transformation Mission / Overview**
- **Wiesbaden Transformation Mission / Overview**
- **Baumholder - No New Mission**
- **Hanau Transformation Mission / Overview**
- **Lessons Learned**



The Challenge

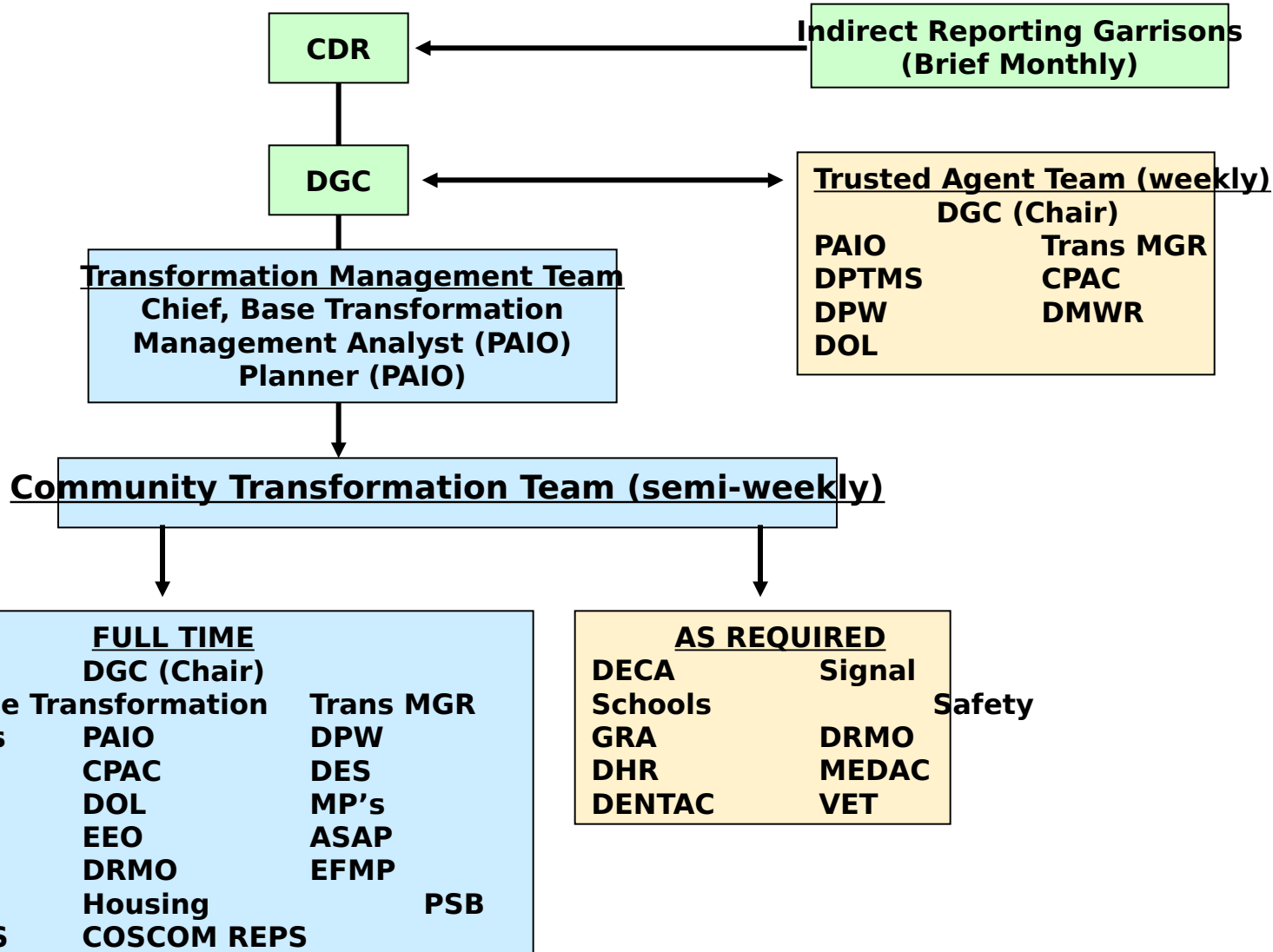


Simultaneous Transformation Missions for FY-07

- 1. Complete Closure - USAG Giessen / Friedberg**
- 2. Inactivations, Redeployments, Relocations - USAG Hanau**
- 3. Inactivations, Redeployments, Relocations, Reception - USAG Wiesbaden**



Transformation Management Structure





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Transformation Management Team

- **Maximizes inclusion of all Stakeholders**
- **Includes Units, Garrison Staff, QOL Providers (including AAFES, DeCA, DoDDS, MEDAC, DENTAC. Vets) and Family Readiness Groups.**
- **Process is Facilitated w/ Email DL, Transformation Webpage, Placement of Briefings on Transformation Share Drive, AFN commercials and Herald Union articles.**

Continuous Emphasis Placed upon Keeping Everyone Informed

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Transformation Meeting Matrix

Community
(weekly)

1 AD
3d COSCOM
1 BCT

Garrison
(Monthly)

MON

TUE

WED

THU

FRI

Giessen

Hanau

Wiesbaden

TO BE DETERMINED BY UNITS

Hanau

Lessons Learned for Garrison Transformation

**Key to Success in
the Re-deployment
of 4th BDE,
Deactivation of 71st
Maint, 26th QM**

- CDR appoints Garrison Transformation Officer
- Garrison Support / Action Team Formed
- Face to Face meetings with Key Constituent CDRs and Staff Members
- Weekly 1 hour Problem Solving Meetings
- Large Email DISTRO List Established to maximize Information Flow
- Applied Garrison Version of USAREUR Check list
- AAFES/DeCA/DENTAC/MEDAC/VET/Bank/DRMO/PSB/FIN on Team
- Constant COMMUNICATION is key
- Webpage Established to maximize Information Flow
- Develop and utilize tracking/management tools...



Hanau

626 th MCT (Area) (13)	130 ENG BDE (62)
633 rd MCT (DIV) (7)	5-7 ADA BN (550)
HQ 16 th CSG (164)	55 th PSB, A DET (54)
HHC 485 th CSB (101)	55 th PSB, HHD (49)
64 th REPL (51)	55 th PSB, Postal (30)
320 th ENG CO (113)	HHD, 39 th FIN BN (53)
502 nd ENG CO (185)	66 th MI DET (6)
709 th MP BN (79)	515 th CID DET (8)
127 th MP CO (175)	560 th MP CO (8)
133 rd MED DET (11)	
USAG HESSEN (47)	
1-1 CAV SQD (695)	

Friedberg

501 st FSB (472) *	2-3 FA BN (629) *
HHC 1 st BCT (128)	16 th ENG BN (439)
1-36 INF BN (753) *	C DET, 39 FIN BN (27)
1-37 AR BN (550) *	HHD DIVENG (58)
F Troop, 1 st CAV (70)	527 th MP CO (-) (162)
2-37 AR BN (548)	1PLT 527 MP CO (64)
C DET, 55 th PSB (52)	3PLT 527 MP CO (64)
	2PLT 527 MP CO (64)

Giessen

Wiesbaden

19 th MMC (283)	619 th MCT (12)
	159 th AMB Co (128)
	A CO 501 st MI (62)
27 th TRANS BN (68)	C CO 501 st MI (62)
HQ 3 rd CSG (295)	A/CO 141SIG Bn (103)
C CO 3-58 ATS (62)	
1-214 th AV BN (27)	

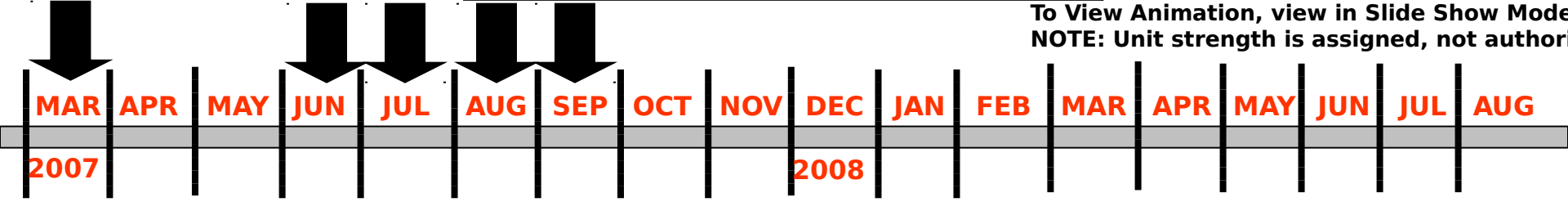
* Unit UIC Move on 15 Mar 07
Unit E-Dates Remain 15 Jul07

3D COSCOM Units outlined in RE

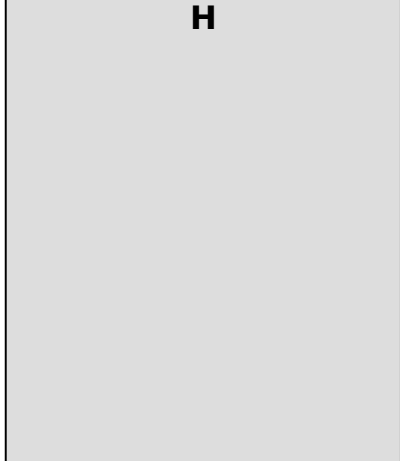
USAG Hessen Synch Matrix

As of 01 November 06

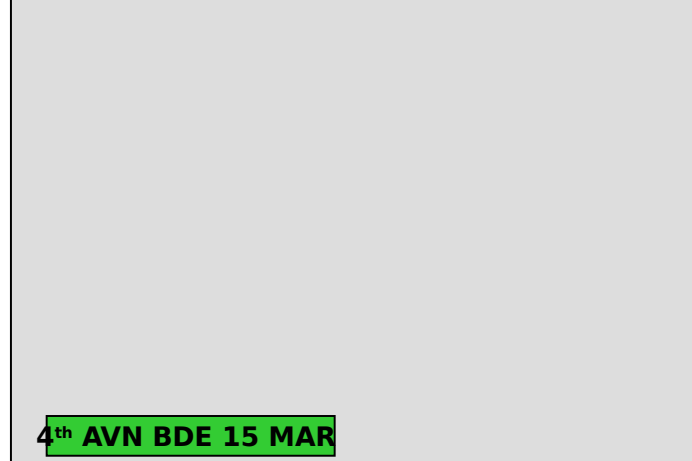
To View Animation, view in Slide Show Mode
NOTE: Unit strength is assigned, not author



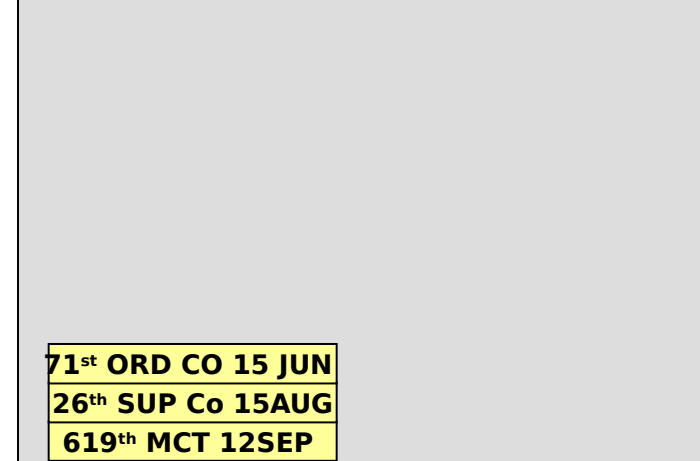
Relocating w/in USAG-H



Units Departing USAG-H Region



Inactivating Units

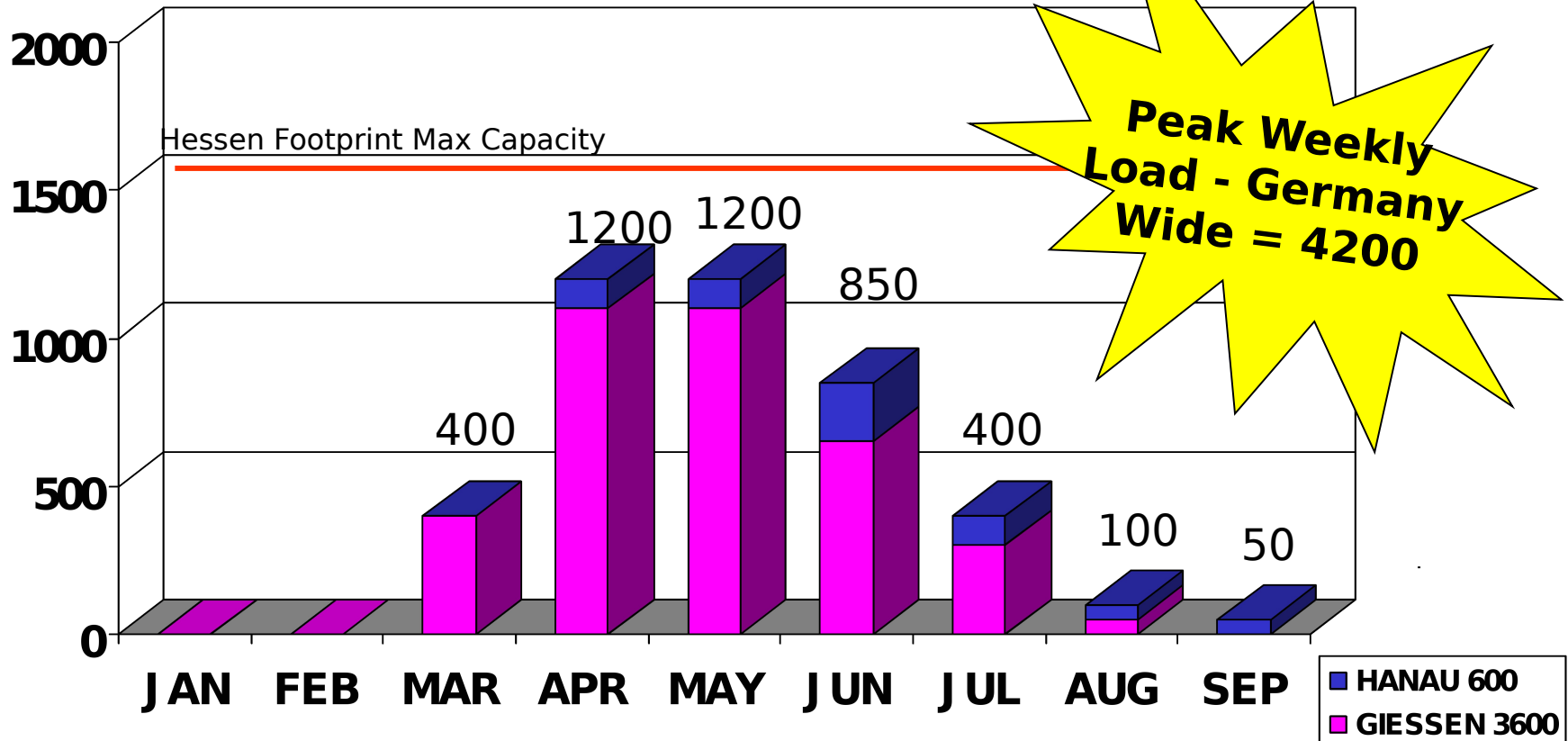


Waiting Inactivation Relocation Conversion Redeploy



USAG Hessen

HHG Transportation



- Numbers in this graph are only representative of moves from Hanau and Giessen. The workload average for moves throughout Germany is about 4,200 per month.



Plans to Support Transportation Mission



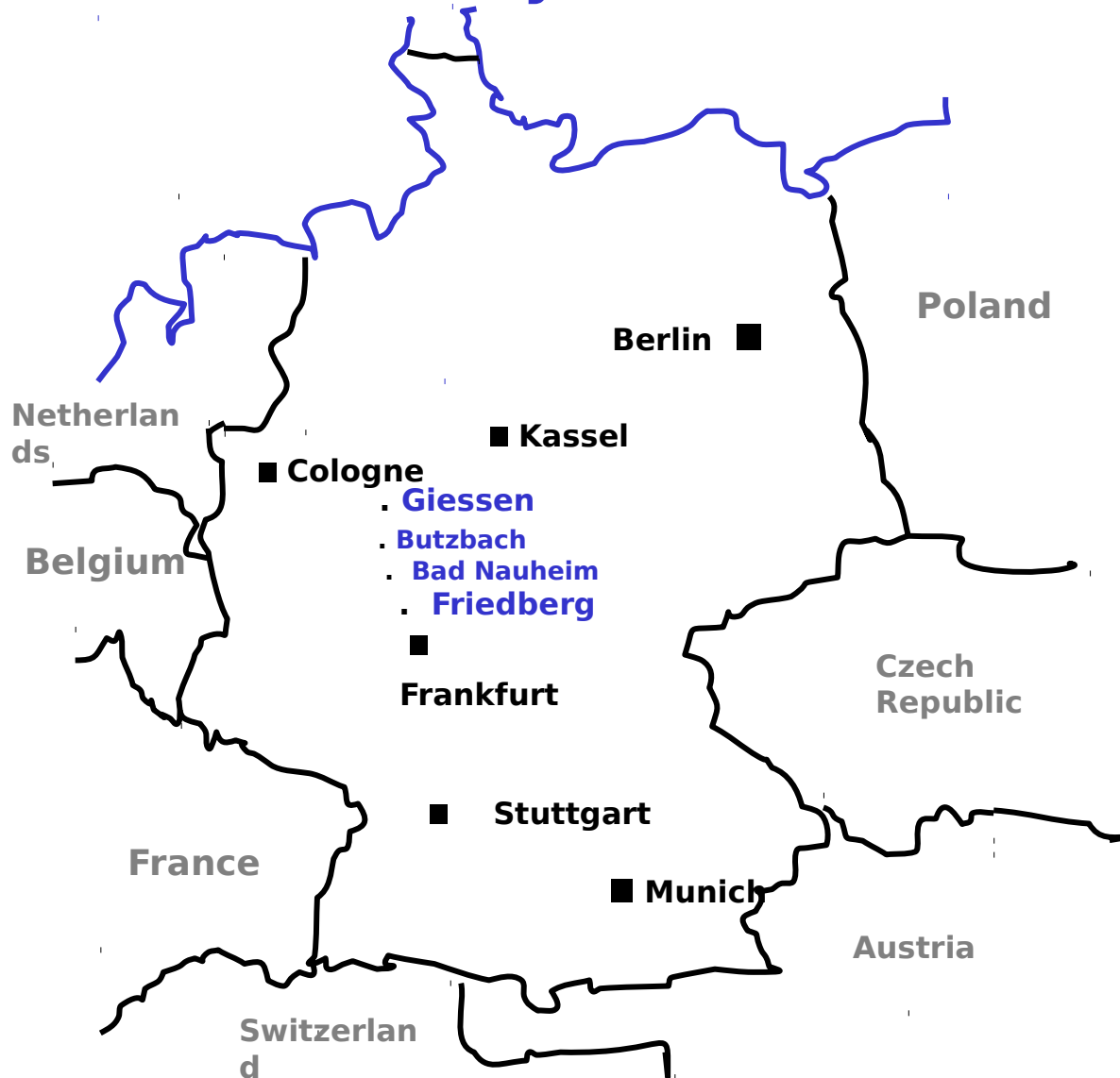
- **Developing Multi-Media CD to send Downrange to Enhance Advanced Preparation of Required Forms**
- **Utilization of Group Counseling Sessions to Maximize Efficiency of Available Transportation Counselors**
- **Coordinating with IMCOM-Europe to Establish a Temporary POV Shipment Center in Friedberg**
- **Utilize ITO Direct Link to PERDROPS for Effective Planning and Visibility**
- **Maintain Continuous Communication / Coordination with all Units / Agencies involved (G-1, S-1, IMCOM-Europe, Commanders)**



Giessen / Friedberg

USAG Giessen / Friedberg

Community Overview



USAG Giessen / Friedberg

Commander's Intent

- All facilities and activities in Giessen Military Community will close in an orderly fashion for turnover to USAREUR Real Estate Office by 31 Dec 07.
- We will continue to **provide the highest possible quality of life standard for the members of the community throughout this process.**
- The military and civilian workforce of the USAG Giessen will be managed to provide the best balance of care and consideration for their welfare while insuring it remains viable and capable enough to **accomplish the mission.**
- Members of the military and local community will be treated with dignity and respect throughout this process and be **kept well informed.**
- Our end state is to complete the movement of all units, equipment, family members, and disposition of all property while minimizing damage and loss.

USAG Giessen / Friedberg



PHASE I

(Present - 1 APR 07)

Sustainment / Transformation / Redeployment / Reintegration

- **Conduct redeployment and reintegration support for 1 BCT, 1 AD.**
- **Sustain base operations and conduct Base Closure preparation.**
- **Tenant units, DoDDs Europe, AAFES, DeCA and other support agencies will develop their road map to support restationing, redeployments, reintegration, inactivations, returning units to CONUS, and Base Closure.**

USAG Giessen / Friedberg



PHASE II

(1 APR - 15 AUG 07)

Transformation

- **Maintaining quality community services to Soldiers and Families throughout the transformation process.**
- **Provide support to tenant units that are restationing, inactivating and returning to CONUS.**
- **Key tasks include: Welcome Home Celebration; 1st Brigade Change of Command; 6 Battalion Changes of Command; Transfer of Colors; Relocation; and Inactivations to include USAG Giessen Change of Command and Inactivation.**

USAG Giessen / Friedberg



PHASE III

(15 JUN - 31 OCT 07)

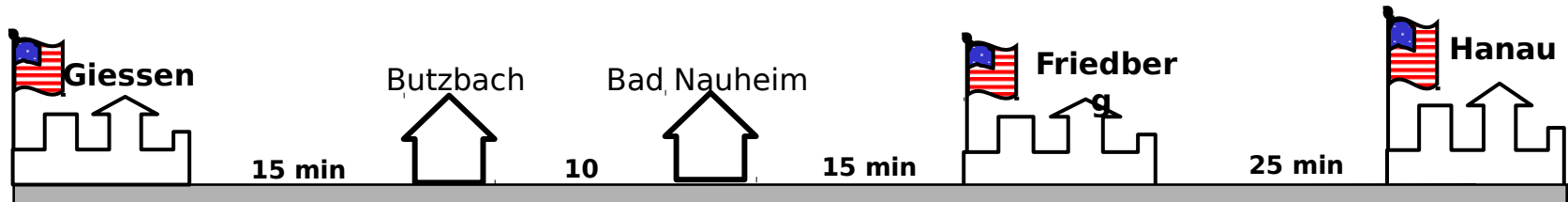
Closure & Inactivation Activities

During this phase USAG Giessen will conduct closure activities to include the following support agencies:

- ✓ **AAFES**
- ✓ **DoDDS Schools**
- ✓ **DeCA Commissaries**
- ✓ **Health & Dental Clinics / Vet Clinic**
- ✓ **Regional Training Support Center - 7th JMTC**
- ✓ **Supply Management Center (SMC)**
- ✓ **Army Post Office (APO)**
- ✓ **Signal Support (102 Signal)**
- ✓ **Community Banks & Credit Union**

USAG Giessen / Friedberg

USAG Giessen Area of Responsibility



Housing Units

**Friedberg - McArthur (92 / 63)
68%**

Giessen - Dulles (144 / 132) 92%

Giessen - Marshall (378 / 286) 76%

Bad Nauheim - Alvin York (308 / 203) 66%

**Butzbach - Roman Way (667 / 425)
64%**

*(Managed /
Occupied)*

Barracks

Friedberg - Ray Barracks (1925 / 1300) 68%

Giessen Depot (1186 / 900) 76%

*(Managed /
Occupied)*

USAG Housing Numbers

On - Post Families 1109

Off - Post Families 317

Barracks - BOQ 2239

**Off Post S/S
276**

Civilian Households 160

USAG Giessen / Friedberg

Unit Closures (E-Dates)



Transfer of Colors Ceremony

HHC 1ST BCT-F
1-36 INF BN-F
1-37 AR BN-F
F Troop 1st CAV-F
501 FSB-F

HHC 1ST BCT-F
1-36 INF BN-F
1-37 AR BN-F
F Troop 1st CAV-F
2-37 AR BN-F
501 FSB-F

HHC 1ST AD ENG-G

16th ENG BN-G
527 MP CO-G
1PLT 527 MP-G

CLE 2 PLT
527 MP CO-G
C DET 39 FIN BN-G

GIESSEN CLOSURE

Edate

E+90

MA R | AP R | MAY | JUN | JUL | AUG | SEP | OCT | NOV | DE 6
2007

2-37 AR BN-F

C DET 55 PSB-F
3 PLT 527 MP-G

CLINICS

CLE TRIPWIRE

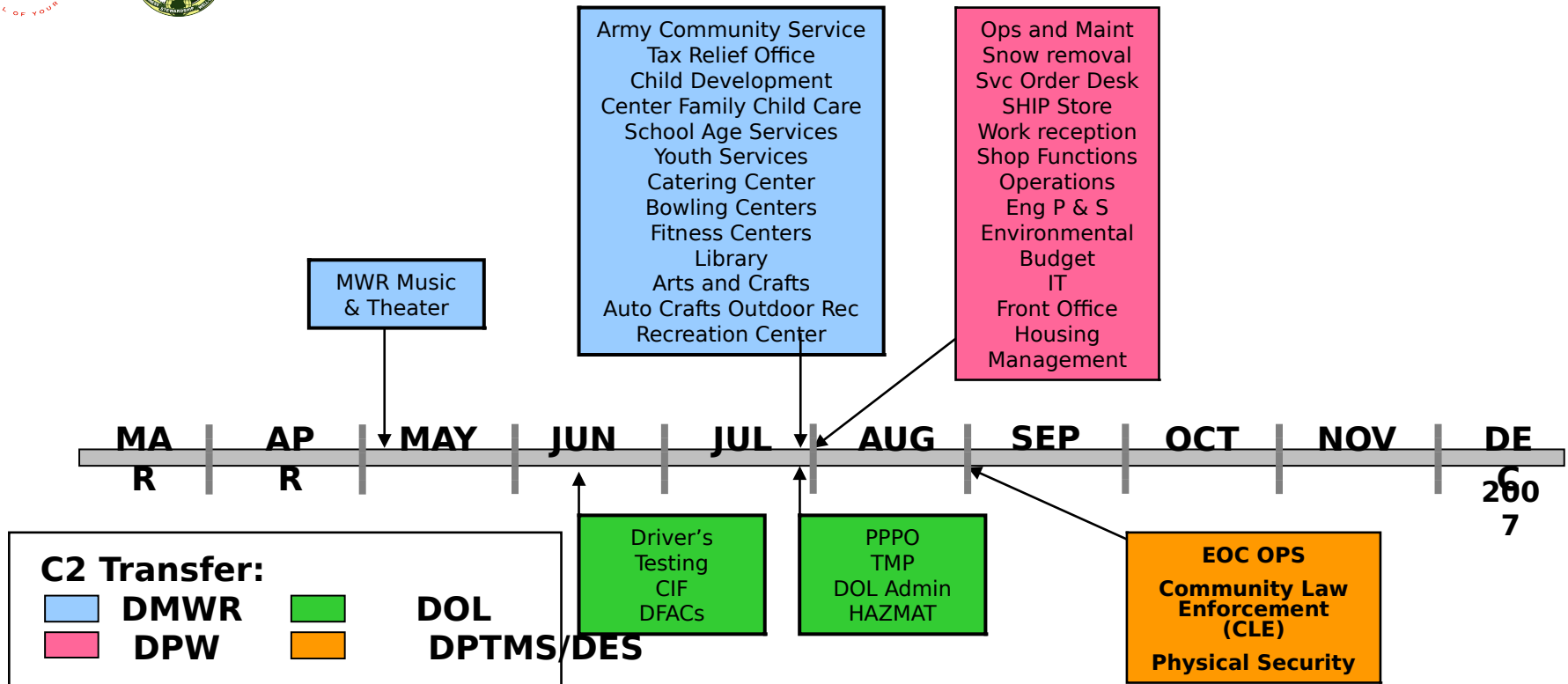
Departing Units (E-Dates)
Inactivating Units (E-Dates)

Projected Population (end of month)

MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT
NOV	DEC						
0	0	0					
0	0	0					

USAG Giessen / Friedberg

Anticipated Impacts to Garrison Services

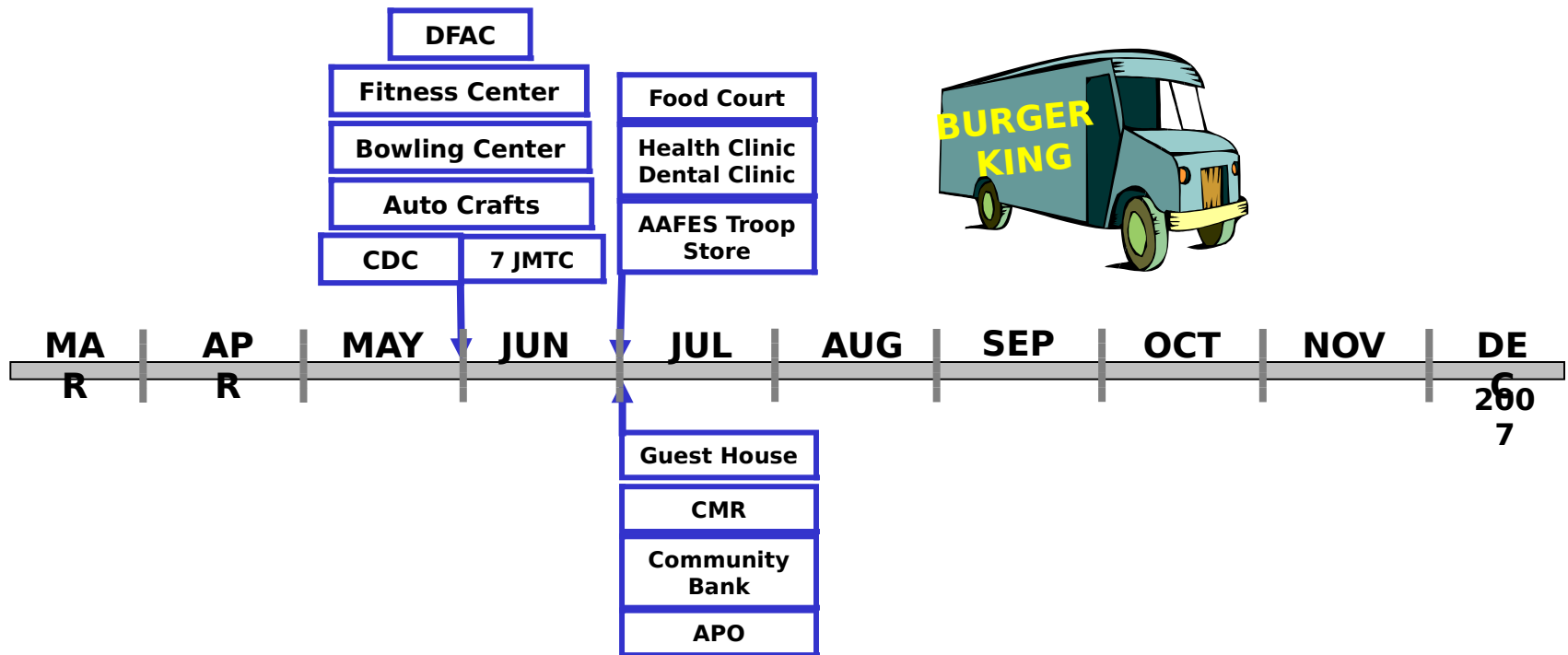


Projected Population (end of

MAR NOV	APR DEC	MAY	JUN	JUL	AUG	SEP	OCT
0	0	0					
0	0	0					

USAG Giessen / Friedberg

Friedberg Other Agency Services (McArthur Housing Area)

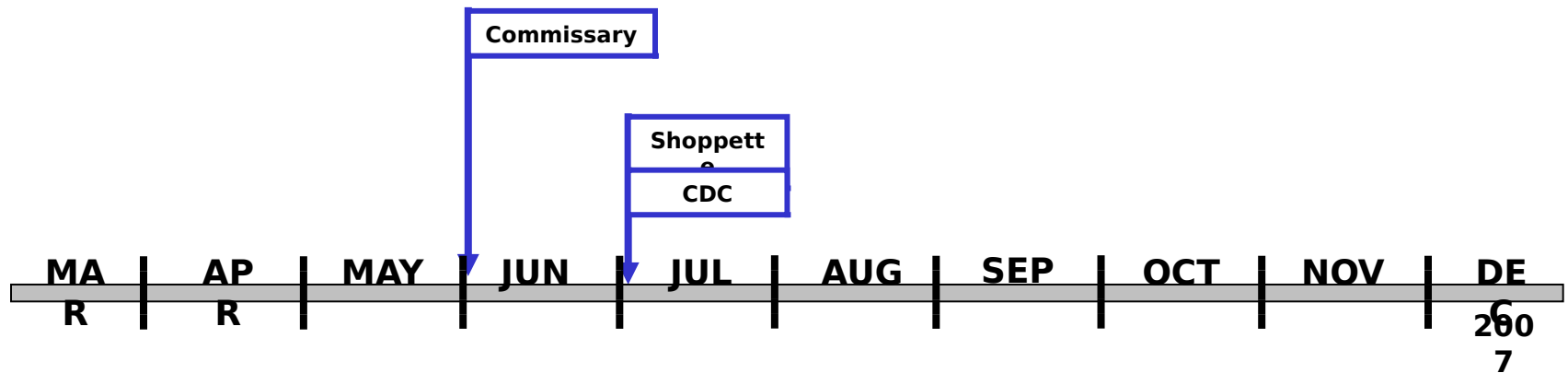


Projected Population (end of

MAR NOV	APR DEC	MAY	JUN	JUL	AUG	SEP	OCT
0	0	0					
0	0	0					

USAG Giessen / Friedberg

Bad Nauheim Other Agency Services (Alvin York Village)



Projected Population (end of

MAR NOV	APR DEC	MAY	JUN	JUL	AUG	SEP	OCT
0	0	0					
0	0	0					

USAG Giessen / Friedberg

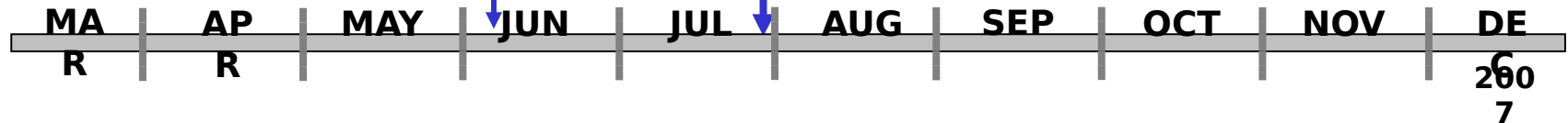
Butzbach Other Agency Services (Roman Way Village)



DATE: 1-10 Jun 07
US Military Band
Award Ceremonies
Temp Housing Support
Static Displays
Transportation Delays

HESSENTAG

Butzbach ES
 Shoppette
 Medical Clinic
 CDC/CYS

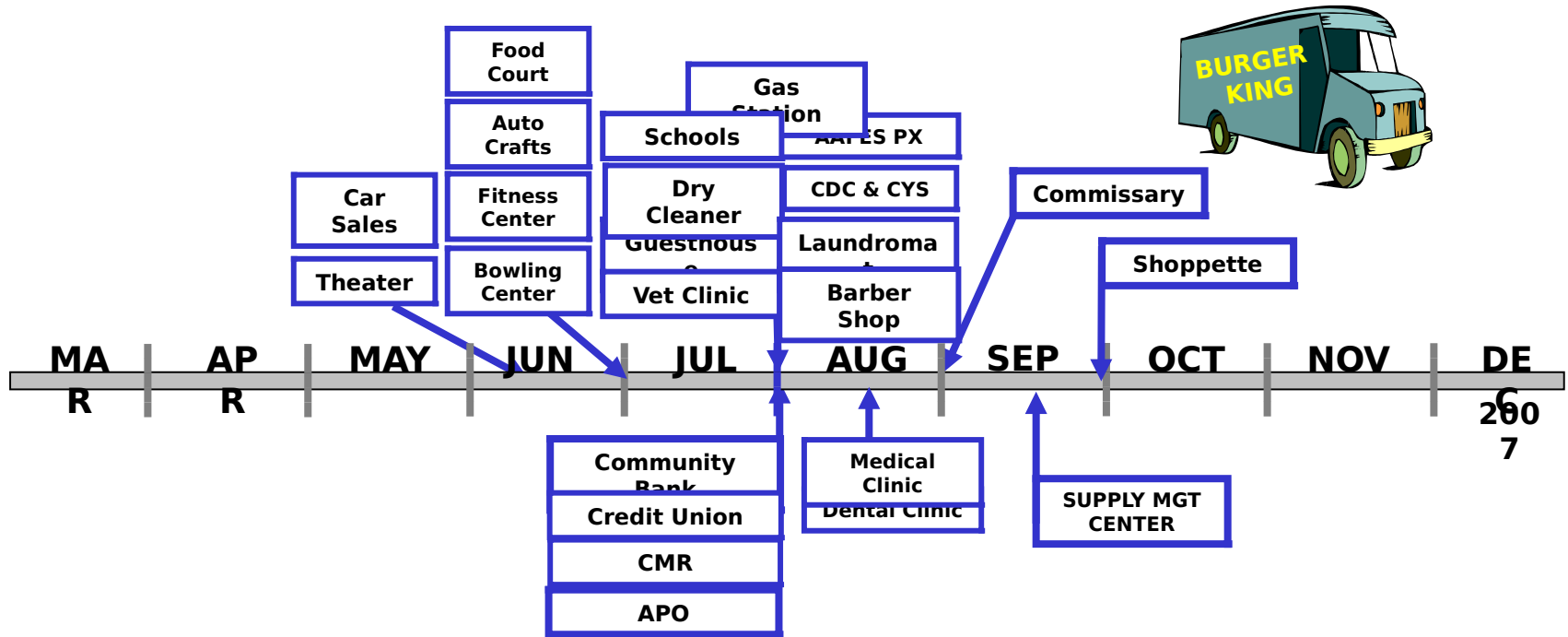


Projected Population (end of

MAR NOV	APR DEC	MAY	JUN	JUL	AUG	SEP	OCT
0	0	0					
0	0	0					

USAG Giessen / Friedberg

Giessen Other Agency Services (Marshall & Dulles Housing Areas)



Projected Population (end of

MAR NOV	APR DEC	MAY	JUN	JUL	AUG	SEP	OCT
0	0	0					
0	0	0					

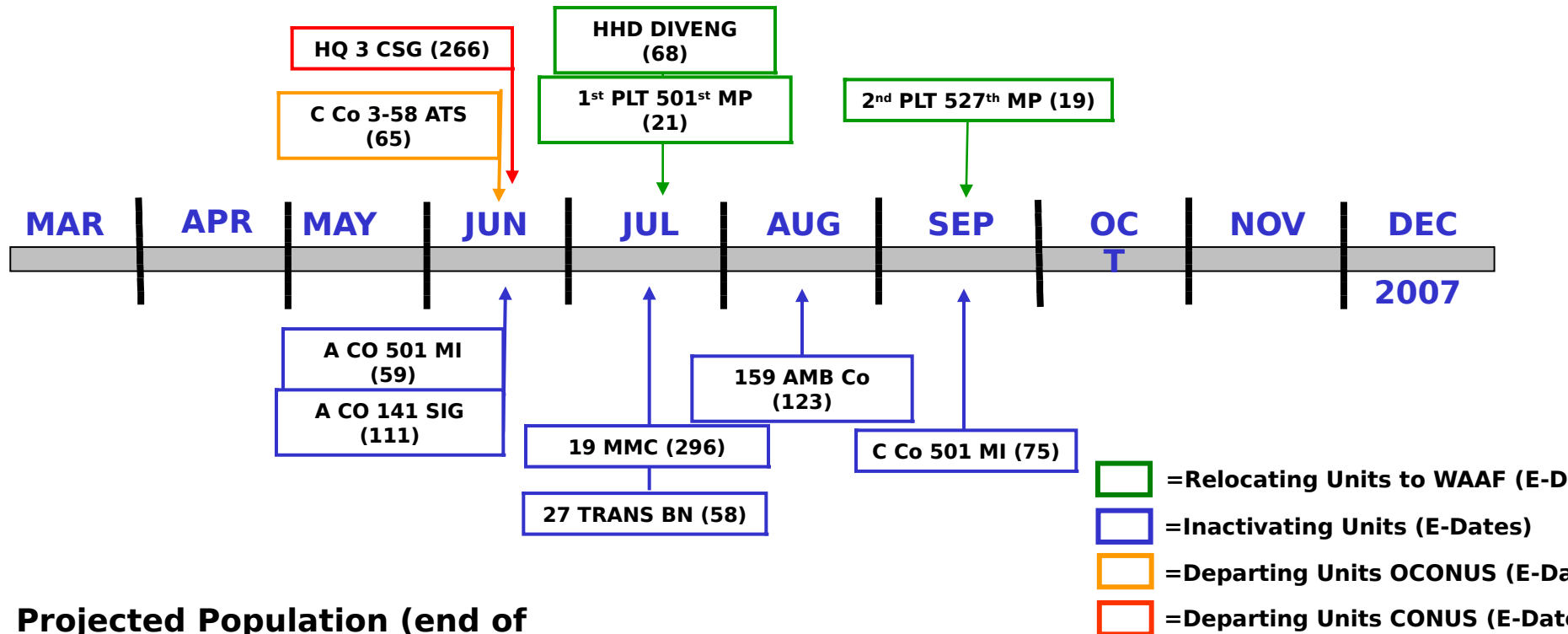


Wiesbaden



USAG Wiesbaden

Unit Transformation Actions (E-Dates)



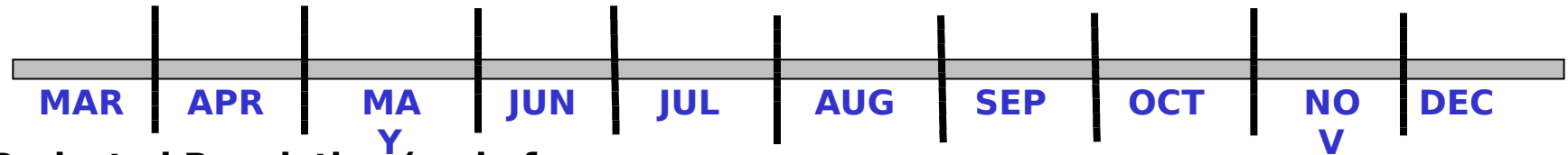
Projected Population (end of

	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
S	4,533	4,533	4,533	4,032	3,767	3,644	3,523	3,523	3,523	3,523
FM	6,607	6,607	6,607	5,511	5,002	4,781	4,945	4,945	4,945	4,945

USAG Wiesbaden

Other Agency Services

NO NEGATIVE IMPACT



Projected Population (end of

	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
S	4,533	4,533	4,533	4,032	3,767	3,644	3,523	3,523	3,523	3,523
FM	6,607	6,607	6,607	5,511	5,002	4,781	4,945	4,945	4,945	4,945



Baumholder

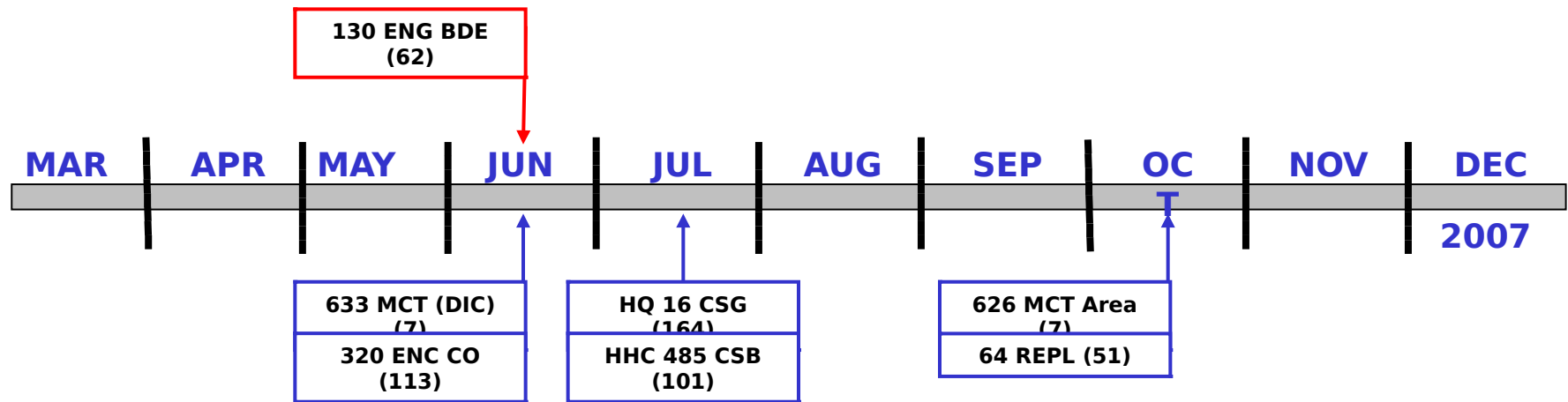
No announcement



Hanau

USAG Hanau

Unit Transformation Actions (E-Dates)



- = Inactivating Units (E-Dates)
- = Departing Units OCONUS (E-Dates)
- = Departing Units CONUS (E-Dates)

Projected Population (end of

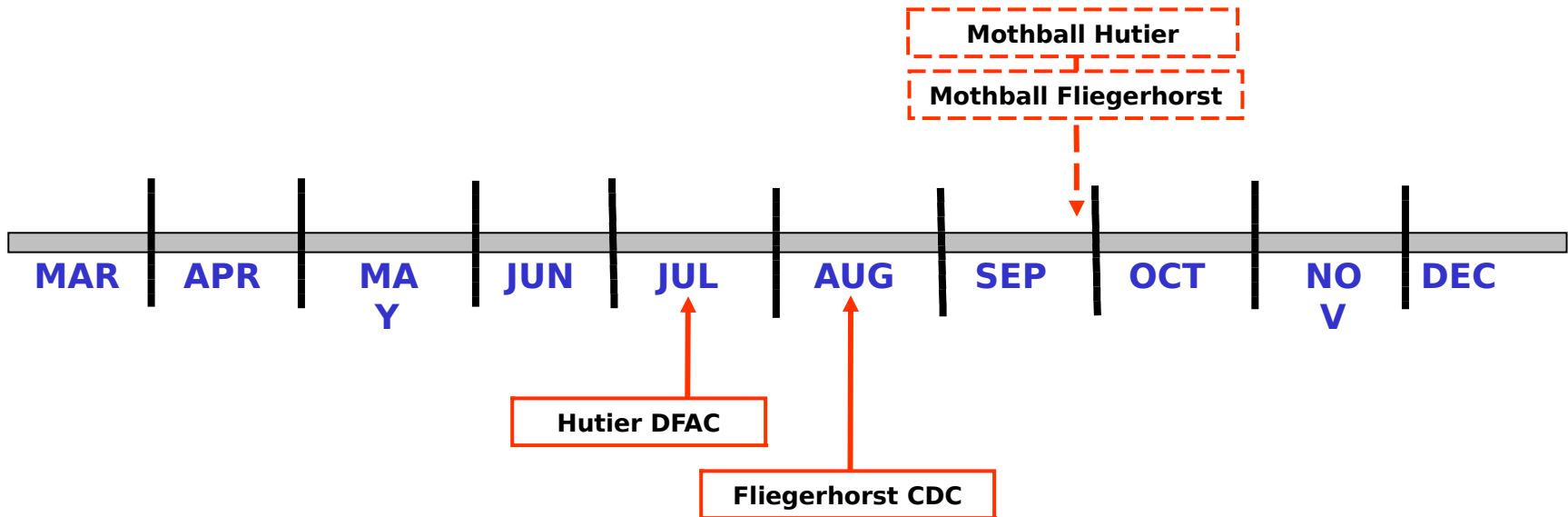
	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
S	2,451	2,451	2,451	2,269	2,004	2,004	2,004	1,946	1,946	1,946
F	1,421	1,421	1,421	1,316	1,162	1,162	1,162	1,128	1,128	1,128
M										

USAG Hanau



Anticipated Impacts to Garrison Services

Reduced Customer Base



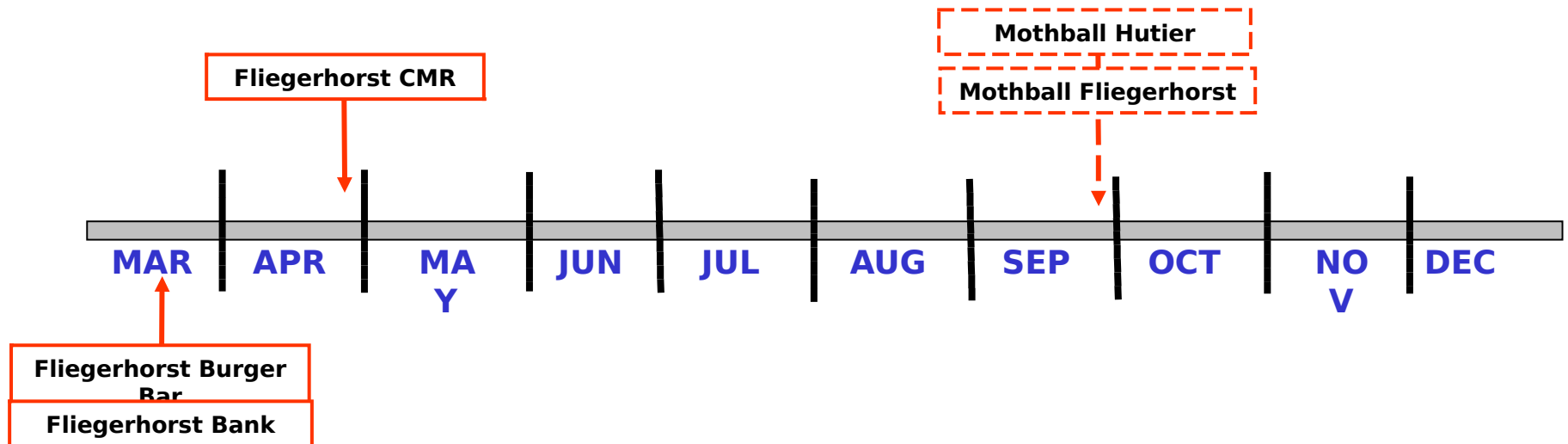
Projected Population (end of)

	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
S	2,451	2,451	2,451	2,269	2,004	2,004	2,004	1,946	1,946	1,946
F	1,421	1,421	1,421	1,316	1,162	1,162	1,162	1,128	1,128	1,128
M										

USAG Hanau

Other Agency Services

Reduced Customer Base



Projected Population (end of

	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
S	2,451	2,451	2,451	2,269	2,004	2,004	2,004	1,946	1,946	1,946
F	1,421	1,421	1,421	1,316	1,162	1,162	1,162	1,128	1,128	1,128
M										



Lessons Learned

USAG Hessen - EFMP



Issue: Required EFMP Document Incorrect on Orders

Lead: PSB

Assist: S-1

Discussion:

- Unit move (blanket) orders do not consider the needs of a Soldier's EFM
- EFMP screenings, when required, were not completed in a timely manner
- Incorrect EFMP form numbers were printed on orders
- Soldiers did not update/terminate EFMP enrollment information as required

Options:

NONE. See Recommendations

Recommendation:

Personnel actions/assignments should be addressed at the beginning of the transition process to allow adequate time for Soldiers to comply with required regulatory procedures to ensure assignments are appropriate.



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Potential Issue PSDR

- **Implementation of PSDR While in the Midst of Transformation Activities**
- **Timely and Accurate Orders Drive Transformation Success**

**Key to Success is Establishing and Maintaining a Viable
Personnel Structure Capable of Generating Orders /
Reassignments in a
Transforming Community**



Questions / Guidance